

Command Safety Climate Assessment Survey

Outline

- Survey Overview
- Survey Categories
- Top Ten
- Bottom Ten
- What we're gonna do...

Survey Overview

- 99 Surveys completed
- 45 questions
 - 43 questions answered on a scale
 - 2 questions fill in the blank
 - The next quality defect will occur because:
 - The next quality defect can be prevented by:

Survey Categories

- PA: Process Auditing
- RS/SC: Reward Systems & Safety Culture
- QA: Quality Assurance
- RM: Risk Management
- CC: Command & Control

Top Ten

- QA The command has a reputation for quality maintenance and set standards to maintain quality control.
- PA Tool Control and support equipment licensing are closely monitored.
- PA CDIs/QARs routinely monitor maintenance evolutions
- PA The command adequately reviews and updates safety procedures.
- PA The command monitors maintainer qualifications and has a program that targets training deficiencies.
- PA Signing off personnel qualifications is taken seriously.
- RM Supervisors recognize unsafe conditions and manage hazards associated with maintenance and the flight-line.
- QA QA and Safety are well respected and are seen as essential to mission accomplishment.
- CC In my command safety is a key part of all maintenance operations and all are responsible/accountable for safety
- QA QARs are helpful, and QA is not 'feared' in my unit.

Bottom Ten

- CC All maintenance evolutions are properly briefed, supervised and staffed by qualified personnel.
- RM Supervisors shield personnel from outside pressures and are aware of individual workload.
- RM Supervisors are more concerned with safe maintenance than the flight schedule, and do not permit cutting corners.
- C/FR My command has effective pass-down between shifts.
- RM Personnel turnover does not currently impact the command's ability to operate safely.
- RM Based upon my command's current assets/manning it is not overcommitted.
- RS/SC The command recognizes individual safety achievement through rewards and incentives.
- RM I am provided adequate resources, time, personnel to accomplish my job.
- C/FR Effective communication exists up/down the chain of command.
- RM Day/Night Check have equal workloads and staffing is sufficient on each shift.

The next quality defect will occur because...

- Over-tired night checkers.
- Morale is low...supervision is not respected, only feared.
- Low morale has caused complacency.
- Lack of properly trained personnel. People are pressured to get quals they are not ready for.
- Untrained personnel sent to do work they are not qualified for.
- Maintenance being run by the flight schedule and letting other commands fly OUR birds.
- Too many personnel rotating out and not enough coming in.
- Miscommunication between maintenance control and the workcenter.
- Overworked individuals whose marriage life is put into jeopardy creating an unfocused worker.

The next quality defect will occur because...

- Ops scheduling flights too late and too early the next morning causing night check to work all night.
- Maintenance control trying to fix the plane their way and not letting the maintainers do their job and do it the right way.
- Rushed maintenance and lack of proper CDI.
- Untrained personnel.
- Inattention to detail couple with inexperience personnel.
- The command doesn't care about people when all they care about is mission ready status.
- Personnel not being properly trained. Not having the nerve to say that it is unsafe, due to fear of reprisal.
- Junior maintainers with can-do attitudes and not enough experience.
- High turnover.

The next quality defect will occur
because...

- FOD, tools, loose gear.
- Lack of training.
- Too many requirements for maintainers while still maintaining aircraft.

The next quality defect can be prevented by...

- A set secure time.
- Better leadership of the command...Time off is the greatest privilege and should be used as our greatest asset, not a convenience.
- Improving morale through better leadership... Making better working policies that promote liberty and reduce rework.
- Better training in the workcenter.
- Our command not taking on the flight schedule for other commands.
- Maintenance control needs to let supervisors run their own shops.
- Taking care of your people and recognizing what's important.

The next quality defect can be prevented by...

- Proper time permitted to complete a task regardless of operational commitments.
- Properly training all personnel on all tasks.
- More effective hands-on training.
- If the command took a little more time to take care of the people working for them, instead of just caring about mission ready status.
- Attention to detail.
- Making sure our people ARE properly trained.
- Fix manning.
- Supervisors need to be by their trainees' sides.
- Training on tool control and reviewing 4790.
- Be serious about and dedicated to training.

The next quality defect can be prevented by...

- Getting experienced personnel.
- More people.

What we're gonna do:

- *Captain's Calls*
- *Night check*
- *Ensuring we look out for each other*
- *Ensuring we stop evolutions when there's something wrong*
- *Ensuring we train our new people (Wed training)*
- *And...the people are coming!!!!*

Command Safety Policy

SAFETY IS COMBAT READINESS

People are our most valuable resource. An effective Safety Program is integral to prevention of injuries, property damage, and lost man-hours. I will ensure that all squadron personnel are provided with a safe and healthy work environment.

I empower every squadron member to ensure that safety and health are an integral part of our mission accomplishment efforts. Be assertive in challenging the actions of others if unsafe practices become apparent. **Anyone can stop an evolution.**

Safety through training. We do things “by the book.” Making mistakes is acceptable; making the same mistake twice or making negligent mistakes is not acceptable. Published standards shall be strictly adhered to and when specific guidelines are absent, conscious use of mature, professional judgment is expected.

We will **ASSESS THE RISK** in everything we do, both at work and at home.

We are ALL responsible for each other's actions, both subordinate and superior, when it comes to doing things right and safely. The Buddy Rule always applies, at work as well as on liberty. However, each of you has personal responsibility in all of your actions. . .and inactions.

There is absolutely nothing. . .NOTHING. . .that we do that is worth losing a life, limb or property over. If you witness an unsafe or questionable act, STOP it immediately!

Safety Goals

SAFETY GOALS:

ZERO Aircraft Mishaps

ZERO Ground Mishaps

*ZERO Personal Motor Vehicle (PMV),
including motorcycle, injuries/fatalities*

*ZERO Off-duty Recreational
injuries/fatalities*

Half Way Report

First 6 months of FY05

- *49 Sailors have died in mishaps*
 - *32 PMV (65%)*
 - *8 Off-duty shore/recreation*
- *The causal factors:*
 - *Inexperience*
 - *Speed*
 - *Alcohol*
 - *Lack of PPE*
 - *Fatigue*
- *34% involved alcohol*
- *57% between ages of 18 and 24*
- *51% were single vehicle mishaps*
- *31% occurred between midnight and 0500*
- *28% were on a motorcycle*

Risk Management Quiz

- *Identify hazards*
- *Assess hazards*
- *Make risk decisions*
- *Implement controls*
- *Supervise (watch for changes)*

Questions?